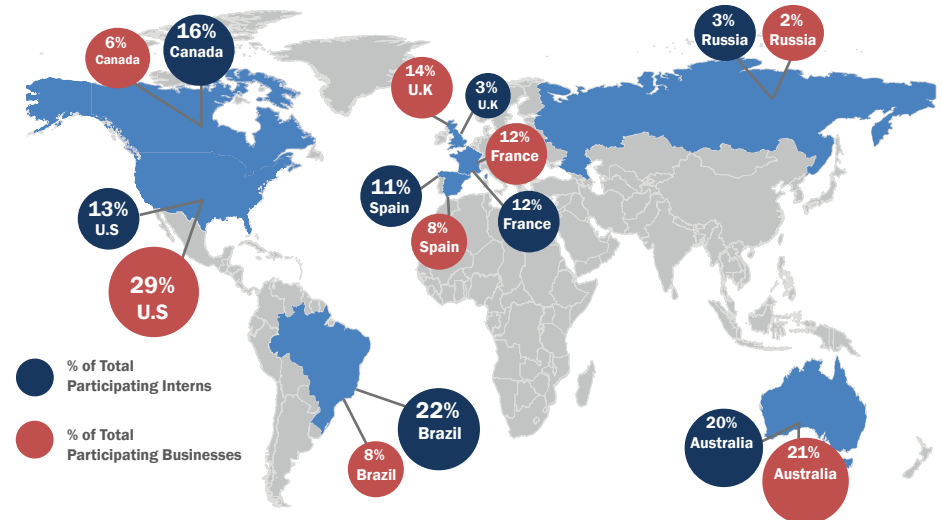


### Participating Nonprofit Partners

Country	Nonprofit Partner
Australia	Northern Futures
Brazil	Euvaldo Lodi Institute of Santa Catarina
Canada	Academos Cybermentorat
France	Mission Locale Sarthe Nord
Russia	Fund for Sustainable Development
Russia	Agency for the Unemployed and Samarskaia Gubernia
Spain	Fundación Empresa Universidad Gallega (FEUGA)
United Kingdom	The Pump
United States	Catalyst Connection
United States	Blount Chamber Foundation & Blount County Adult Education Foundation
United States	Bellingham Technical College (BTC)

Sample Sizes (n)	
Intern Responses - 64	Business Responses - 49
Average age - 23 years old	Average number of employees - 254
Gender - 64% Male, 36% Female	Smallest company - 2 employees
	Largest company - 1,000 employees

### Participating Interns and Businesses



### Program Outcomes

#### Program Satisfaction

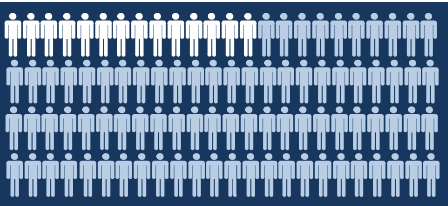


**84%** of interns are **satisfied** with the **business company** where they have been placed

**84%** of **businesses** are **satisfied** with the **caliber of interns** they have received

#### Paid Internship

**85%** of interns

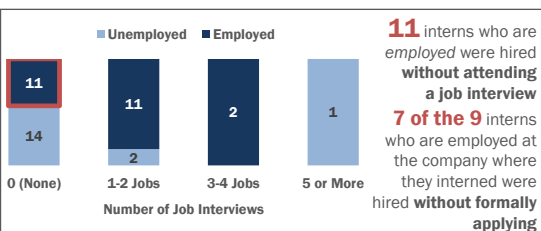
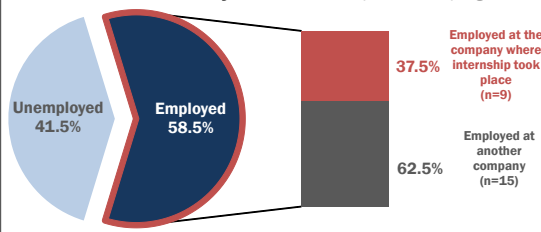


agreed that **job-specific skills** were gained

81% of business respondents also agreed that these skills were gained

#### Employment

**38%** of interns are **employed** at the company where they interned at as part of the program

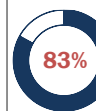


#### Workforce and Readiness Counseling



Among *interpersonal skills*, interns **received the most guidance on punctuality** (Mean=4.2)<sup>1</sup>. Businesses also rated punctuality with the highest score when asked which interpersonal skills were exhibited by the interns.

**81%** of interns indicated high **knowledge gains** in the **ability to work on a team**



**83%** of interns have developed...

\*self-confidence  
\*a positive attitude to adapt to new situations and challenges  
\*ability to learn from criticism

<sup>1</sup>Scale based on 1=Very Little to 5= A lot

### Program Impacts

#### Impacts on Interns

**89%** of interns agree that they have **gained confidence** in their abilities



*The course proved to me that I have all the qualities and skills to do my job – Intern*

*I am more confident and willing to try and learn new things – Intern*

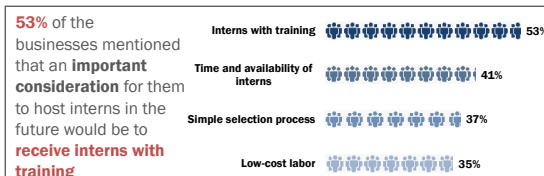
*The fact is that they're there to learn so it takes the pressure off just trying [to get the job done]. And even though we tried building support, I think there's a whole different protection barrier which is around, "You're here to train, you're here to learn, you're here to build relationships, you're here to learn what the industry's like and we're gonna pay you for that." – Nonprofit Partner*

#### Impacts on Businesses

**90%** of the businesses **agreed** that their company would **host interns from this program** in the future

**85% or more of the businesses** agreed that they **benefitted** from hosting the interns by...

- \*being able to **give back to their community**
- \*contributing to the **economic development** of their community
- \*developing a strong **relationship with the nonprofit partner**



#### Impacts on Nonprofit Partners

*Our program has even boosted our outcomes [...] in the participants. When you look in the past at our success at getting participants stabilized after the job ready training and employed, you actually can see the stabilization [now] where before we had this opportunity of paid internships, they were going to work, they would bounce out again, it would take about three attempts to get them into long-term employment. – Nonprofit Partner*

*The business company, the business partners - they discover us in another way, not only with young people with difficulty but also with people who want to work in the industry and who could adapt themselves in the company. In terms of dynamics inside the association, it's something more; it's a new way of working. It's innovation and the people working on the program were very pleased to do it and just give us another dynamic inside the association. – Nonprofit Partner*